



MIAMIBEACH

City of Miami Beach, 1700 Convention Center Drive, Miami Beach, Florida 33139, www.miamibeachfl.gov

PERSONNEL BOARD

DISCUSSION OF January 18, 2008 Meeting

Attending:

Elsa Urquiza	Chairperson
Michael Perlmutter	Associate Member
Alex DeGasperi	Associate Member
Bunny Patchen	Associate Member
Evette Phillips	Employee Member
Renato Sejas	Employee Member
Paco Basantes	Employee Member
Steve Rothstein	City Attorney's Office
Ramiro Inguanzo	Secretary

Absent:

David Alschuler	Vice Chairperson
Zalman Bacheikov	Associate Member

ITEM 1-Approval of minutes

Elsa Urquiza, Chairperson convened the Personnel Board meeting at 9:15am.

Upon motion of Alex DeGasperi, Associate Member and with all in favor the minutes of the December 21, 2007 Personnel Board meeting were approved.

ITEM 2-Request for hearing of appeal for Performance Evaluation-Henry Bryant, Fire Fighter I

Elsa Urquiza, Chairperson advised Eric Yuhr, Assistant Fire Chief and Henry Bryant, Fire Fighter I to review the performance evaluation and work with the employee to come to an agreement as to the comments section on the performance evaluation.

ITEM 3-Classified performance evaluations-the request from Personnel Board Members for Department Directors with more than 10% or with 10 or more past due performance evaluations to appear before the Board.

The Board reviewed the performance evaluation statistics and requested that HR follow up with the City Clerk's office concerning the past due evaluation. Ramiro Inguanzo advised the Board that the Human Resources Department continues working with all other City Departments in completing all past due evaluations.

ITEM 4- Selection of one (1) representative from Personnel Board to serve on the evaluation committee for the job classification and compensation study (RFP No. 05-07/08)

Upon motion of Alex DeGasperi, Associate member and with all in favor, Michael Perlmutter, Associate member was selected to serve on the evaluation committee for the job classification and compensation study (RFP No. 05-07/08).

ITEM 5- Request by Employee Member Paco Basantes for a continuation on the discussion of Personnel Rule I, Section 3, General Provisions.

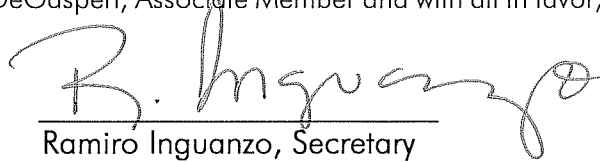
The Board agreed to include this item at the next Board meeting in order to review the City's current policy and receive direction as to ensure that the recommendation that will be made to the Unions is consistent with the language amended below. Upon motion of Bunny Patchen, Associate member and seconded by Alex DeGasperi, Associate member Personnel Rule I, Section 3 (a) 1. Discrimination, the rule will be amended to read:

We are committed to providing excellent public service and safety to all who live, work, and play in our vibrant, tropical, historic community.

"Any person seeking admission to the Classified Service or any employee in the Classified Service, regardless of employment status, who has been discriminated against in violation of this Section, shall have a right to report such violations to the Personnel Board through the Human Resources Director or the Director's designee within thirty (30) calendar days after such act of the discrimination occurred. The Personnel Board shall promptly conduct such investigation as it may deem advisable relative to such alleged act of discrimination and, at the conclusion of such investigation, the Personnel Board shall direct administrative action consistent with its findings."

The Board agreed not to hold a meeting during the month of February due to the Boat show event at the Miami Beach Convention Center. The March 21, 2008 meeting falls on Good Friday and will be rescheduled to March 28, 2008.

Upon motion of Alex DeGasperi, Associate Member and with all in favor, the meeting was adjourned at 11:40 AM.



Ramiro Inguanzo, Secretary